

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2323
Revision No.: 19
Date of Last Revision: 06/07/2002

State: Nebraska

Area: Nebraska Counties of Adams, Antelope, Arthur, Blaine, Boone, Boyd, Brown, Buffalo, Chase, Cherry, Clay, Custer, Dawson, Dundy, Fillmore, Franklin, Frontier, Furnas, Garfield, Gosper, Grant, Greeley, Hall, Hamilton, Harlan, Hayes, Hitchcock, Holt, Hooker, Howard, Jefferson, Kearney, Keith, Keya Paha, Knox, Lincoln, Logan, Loup, McPherson, Merrick, Nance, Nuckolls, Perkins, Phelps, Platte, Polk, Red Willow, Rock, Saline, Seward, Sherman, Thayer, Thomas, Valley, Webster, Wheeler, York

**** Fringe Benefits Required Follow the Occupational Listing ****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.29
Accounting Clerk II	10.12
Accounting Clerk III	13.55
Accounting Clerk IV	15.03
Court Reporter	10.13
Dispatcher, Motor Vehicle	11.65
Document Preparation Clerk	9.66
Duplicating Machine Operator	9.66
Film/Tape Librarian	9.24
General Clerk I	6.76
General Clerk II	8.48
General Clerk III	10.27
General Clerk IV	10.86
Housing Referral Assistant	11.31
Key Entry Operator I	8.58
Key Entry Operator II	12.29
Messenger (Courier)	7.32
Order Clerk I	7.32
Order Clerk II	8.93
Personnel Assistant (Employment) I	9.21
Personnel Assistant (Employment) II	10.33
Personnel Assistant (Employment) III	11.32
Personnel Assistant (Employment) IV	12.64
Production Control Clerk	12.25
Rental Clerk	8.40
Scheduler, Maintenance	9.24
Secretary I	9.24
Secretary II	10.13
Secretary III	11.31
Secretary IV	12.56

Secretary V	13.90
Service Order Dispatcher	10.63
Stenographer I	8.24
Stenographer II	9.24
Supply Technician	12.56
Survey Worker (Interviewer)	10.43
Switchboard Operator-Receptionist	9.17
Test Examiner	10.13
Test Proctor	10.13
Travel Clerk I	9.47
Travel Clerk II	10.06
Travel Clerk III	10.68
Word Processor I	7.70
Word Processor II	9.26
Word Processor III	10.29

Automatic Data Processing Occupations

Computer Data Librarian	9.63
Computer Operator I	9.99
Computer Operator II	11.17
Computer Operator III	12.46
Computer Operator IV	13.84
Computer Operator V	15.32
Computer Programmer I (1)	12.46
Computer Programmer II (1)	14.32
Computer Programmer III (1)	20.04
Computer Programmer IV (1)	23.19
Computer Systems Analyst I (1)	16.73
Computer Systems Analyst II (1)	19.54
Computer Systems Analyst III (1)	22.99
Peripheral Equipment Operator	11.04

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	17.13
Automotive Glass Installer	12.67
Automotive Worker	12.67
Electrician, Automotive	13.09
Mobile Equipment Servicer	11.81
Motor Equipment Metal Mechanic	13.54
Motor Equipment Metal Worker	12.67
Motor Vehicle Mechanic	13.56
Motor Vehicle Mechanic Helper	11.99
Motor Vehicle Upholstery Worker	12.23
Motor Vehicle Wrecker	12.67
Painter, Automotive	13.09
Radiator Repair Specialist	12.67
Tire Repairer	11.41
Transmission Repair Specialist	13.54

Food Preparation and Service Occupations

Baker	10.86
Cook I	10.12
Cook II	10.86
Dishwasher	7.86
Food Service Worker	7.86
Meat Cutter	10.86
Waiter/Waitress	8.44

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	13.09
Furniture Handler	10.39
Furniture Refinisher	14.40
Furniture Refinisher Helper	11.92
Furniture Repairer, Minor	13.46
Upholsterer	14.40

General Services and Support Occupations

Cleaner, Vehicles	8.12
Elevator Operator	7.86
Gardener	10.12
House Keeping Aid I	7.28
House Keeping Aid II	7.86
Janitor	7.86
Laborer, Grounds Maintenance	8.44
Maid or Houseman	7.28
Pest Controller	10.48
Refuse Collector	8.62
Tractor Operator	9.40
Window Cleaner	8.44

Health Occupations

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	9.94
Licensed Practical Nurse II	11.17
Licensed Practical Nurse III	12.49
Medical Assistant	10.59
Medical Laboratory Technician	12.36
Medical Record Clerk	10.75
Medical Record Technician	14.89
Nursing Assistant I	7.97
Nursing Assistant II	8.96
Nursing Assistant III	9.78
Nursing Assistant IV	10.97
Pharmacy Technician	12.19
Phlebotomist	11.17
Registered Nurse I	15.30

Registered Nurse II	18.72
Registered Nurse II, Specialist	18.72
Registered Nurse III	22.66
Registered Nurse III, Anesthetist	22.66
Registered Nurse IV	27.14

Information and Arts Occupations

Audiovisual Librarian	13.78
Exhibits Specialist I	12.09
Exhibits Specialist II	15.27
Exhibits Specialist III	18.36
Illustrator I	11.63
Illustrator II	14.69
Illustrator III	17.66
Librarian	13.90
Library Technician	11.06
Photographer I	11.95
Photographer II	13.03
Photographer III	16.45
Photographer IV	19.78
Photographer V	21.05

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	7.48
Counter Attendant	7.48
Dry Cleaner	8.54
Finisher, Flatwork, Machine	7.48
Presser, Hand	7.48
Presser, Machine, Drycleaning	7.48
Presser, Machine, Shirts	7.48
Presser, Machine, Wearing Apparel, Laundry	7.48
Sewing Machine Operator	9.07
Tailor	9.63
Washer, Machine	8.10

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	14.40
Tool and Die Maker	16.82

Material Handling and Packing Occupations

Forklift Operator	11.65
Fuel Distribution System Operator	12.69
Material Coordinator	14.22
Material Expediter	14.22
Material Handling Laborer	10.35
Order Filler	10.74
Production Line Worker (Food Processing)	11.92
Shipping Packer	11.15
Shipping/Receiving Clerk	10.86

Stock Clerk (Shelf Stocker; Store Worker II)	11.76
Store Worker I	9.34
Tools and Parts Attendant	11.92
Warehouse Specialist	11.92

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	14.89
Aircraft Mechanic Helper	11.92
Aircraft Quality Control Inspector	15.37
Aircraft Servicer	13.45
Aircraft Worker	13.94
Appliance Mechanic	15.05
Bicycle Repairer	11.41
Cable Splicer	15.57
Carpenter, Maintenance	13.16
Carpet Layer	13.94
Electrician, Maintenance	16.63
Electronics Technician, Maintenance I	16.03
Electronics Technician, Maintenance II	21.91
Electronics Technician, Maintenance III	22.01
Fabric Worker	13.45
Fire Alarm System Mechanic	14.89
Fire Extinguisher Repairer	12.69
Fuel Distribution System Mechanic	14.89
General Maintenance Worker	12.98
Heating, Refrigeration and Air Conditioning Mechanic	14.96
Heavy Equipment Mechanic	14.89
Heavy Equipment Operator	14.21
Instrument Mechanic	14.89
Laborer	9.87
Locksmith	14.40
Machinery Maintenance Mechanic	14.89
Machinist, Maintenance	14.89
Maintenance Trades Helper	11.99
Millwright	14.89
Office Appliance Repairer	15.05
Painter, Aircraft	13.68
Painter, Maintenance	13.09
Pipefitter, Maintenance	15.57
Plumber, Maintenance	15.05
Pneudraulic Systems Mechanic	14.89
Rigger	14.89
Scale Mechanic	13.94
Sheet-Metal Worker, Maintenance	13.54
Small Engine Mechanic	12.67
Telecommunication Mechanic I	15.76
Telecommunication Mechanic II	16.32
Telephone Lineman	15.35
Welder, Combination, Maintenance	13.54

Well Driller	14.89
Woodcraft Worker	14.89
Woodworker	12.69

Miscellaneous Occupations

Animal Caretaker	10.36
Carnival Equipment Operator	10.08
Carnival Equipment Repairer	10.64
Carnival Worker	8.26
Cashier	6.85
Desk Clerk	8.39
Embalmer	17.93
Lifeguard	9.42
Mortician	17.93
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.23
Recreation Specialist	11.97
Recycling Worker	10.59
Sales Clerk	8.78
School Crossing Guard (Crosswalk Attendant)	7.86
Sport Official	8.46
Survey Party Chief (Chief of Party)	17.82
Surveying Aide	9.62
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.84
Swimming Pool Operator	10.86
Vending Machine Attendant	9.56
Vending Machine Repairer	10.86
Vending Machine Repairer Helper	9.59

Personal Needs Occupations

Child Care Attendant	8.63
Child Care Center Clerk	10.47
Chore Aid	8.01
Homemaker	13.17

Plant and System Operation Occupations

Boiler Tender	15.09
Sewage Plant Operator	13.09
Stationary Engineer	15.09
Ventilation Equipment Tender	11.82
Water Treatment Plant Operator	14.40

Protective Service Occupations

Alarm Monitor	12.92
Corrections Officer	14.42
Court Security Officer	15.21
Detention Officer	14.42
Firefighter	14.52
Guard I	11.54

Guard II	12.92
Police Officer	17.54

Stevedoring/Longshoremen Occupations

Blocker and Bracer	13.94
Hatch Tender	13.94
Line Handler	13.94
Stevedore I	12.23
Stevedore II	13.09

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	11.09
Archeological Technician II	13.60
Archeological Technician III	16.84
Cartographic Technician	16.84
Civil Engineering Technician	16.14
Computer Based Training (CBT) Specialist/ Instructor	15.14
Drafter I	8.73
Drafter II	11.09
Drafter III	13.98
Drafter IV	16.84
Engineering Technician I	8.80
Engineering Technician II	12.56
Engineering Technician III	14.09
Engineering Technician IV	16.98
Engineering Technician V	18.05
Engineering Technician VI	20.03
Environmental Technician	16.84
Flight Simulator/Instructor (Pilot)	19.54
Graphic Artist	13.23
Instructor	18.44
Laboratory Technician	13.10
Mathematical Technician	16.84
Paralegal/Legal Assistant I	10.13
Paralegal/Legal Assistant II	11.31
Paralegal/Legal Assistant III	12.56
Paralegal/Legal Assistant IV	13.90
Photooptics Technician	17.61
Technical Writer	18.33
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	12.39
Weather Observer, Senior (3)	13.76

Weather Observer, Upper Air (3)

12.39

Transportation/ Mobile Equipment Operation Occupations

Bus Driver

13.35

Parking and Lot Attendant

8.88

Shuttle Bus Driver

12.27

Taxi Driver

9.58

Truckdriver, Heavy Truck

13.77

Truckdriver, Light Truck

11.55

Truckdriver, Medium Truck

11.98

Truckdriver, Tractor-Trailer

13.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2325
Revision No.: 24
Date of Last Revision: 06/07/2002

States: Iowa, Nebraska

Area: Iowa Counties of Adams, Buena Vista, Cass, Cherokee, Clay, Crawford, Dickinson, Fremont, Harrison, Ida, Lyon, Mills, Monona, Montgomery, Obrien, Osceola, Page, Plymouth, Pottawattamie, Sac, Shelby, Sioux, Woodbury
Nebraska Counties of Burt, Butler, Cass, Cedar, Colfax, Cumming, Dakota, Dixon, Dodge, Douglas, Gage, Johnson, Lancaster, Madison, Nemaha, Otoe, Pawnee, Pierce, Richardson, Sarpy, Saunders, Stanton, Thurston, Washington, Wayne

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	11.26
01012	Accounting Clerk II	12.04
01013	Accounting Clerk III	14.76
01014	Accounting Clerk IV	18.73
01030	Court Reporter	12.23
01050	Dispatcher, Motor Vehicle	15.43
01060	Document Preparation Clerk	9.82
01070	Messenger (Courier)	8.93
01090	Duplicating Machine Operator	9.82
01110	Film/Tape Librarian	9.72
01115	General Clerk I	8.92
01116	General Clerk II	10.40
01117	General Clerk III	13.10
01118	General Clerk IV	17.51
01120	Housing Referral Assistant	15.15
01131	Key Entry Operator I	10.05
01132	Key Entry Operator II	11.86
01191	Order Clerk I	10.36
01192	Order Clerk II	11.07
01261	Personnel Assistant (Employment) I	12.68
01262	Personnel Assistant (Employment) II	13.04
01263	Personnel Assistant (Employment) III	17.58
01264	Personnel Assistant (Employment) IV	18.45
01270	Production Control Clerk	14.20
01290	Rental Clerk	10.38
01300	Scheduler, Maintenance	12.01
01311	Secretary I	11.18
01312	Secretary II	12.69
01313	Secretary III	15.15

01314	Secretary IV	19.15
01315	Secretary V	20.72
01320	Service Order Dispatcher	13.57
01341	Stenographer I	10.78
01342	Stenographer II	13.09
01400	Supply Technician	19.15
01420	Survey Worker (Interviewer)	10.61
01460	Switchboard Operator-Receptionist	9.93
01510	Test Examiner	12.69
01520	Test Proctor	12.69
01531	Travel Clerk I	8.81
01532	Travel Clerk II	9.36
01533	Travel Clerk III	9.94
01611	Word Processor I	9.45
01612	Word Processor II	10.74
01613	Word Processor III	10.93

03000 Automatic Data Processing Occupations

03010	Computer Data Librarian	10.00
03041	Computer Operator I	11.24
03042	Computer Operator II	13.26
03043	Computer Operator III	18.84
03044	Computer Operator IV	19.34
03045	Computer Operator V	21.46
03071	Computer Programmer I (1)	18.90
03072	Computer Programmer II (1)	22.46
03073	Computer Programmer III (1)	26.13
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	23.03
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	13.26

05000 Automotive Service Occupations

05005	Automotive Body Repairer, Fiberglass	16.05
05010	Automotive Glass Installer	15.09
05040	Automotive Worker	15.09
05070	Electrician, Automotive	15.57
05100	Mobile Equipment Servicer	13.96
05130	Motor Equipment Metal Mechanic	16.05
05160	Motor Equipment Metal Worker	15.09
05190	Motor Vehicle Mechanic	14.75
05220	Motor Vehicle Mechanic Helper	13.32
05250	Motor Vehicle Upholstery Worker	14.45
05280	Motor Vehicle Wrecker	15.09
05310	Painter, Automotive	15.09
05340	Radiator Repair Specialist	14.06
05370	Tire Repairer	13.49
05400	Transmission Repair Specialist	16.05

07000	Food Preparation and Service Occupations	
	Food Service Worker	7.23
07010	Baker	9.70
07041	Cook I	9.05
07042	Cook II	9.70
07070	Dishwasher	7.23
07130	Meat Cutter	11.16
07250	Waiter/Waitress	7.74
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	15.57
09040	Furniture Handler	11.72
09070	Furniture Refinisher	15.57
09100	Furniture Refinisher Helper	13.32
09110	Furniture Repairer, Minor	14.45
09130	Upholsterer	15.57
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	8.34
11060	Elevator Operator	8.86
11090	Gardener	10.90
11121	House Keeping Aid I	7.31
11122	House Keeping Aid II	9.23
11150	Janitor	8.71
11210	Laborer, Grounds Maintenance	9.33
11240	Maid or Houseman	7.33
11270	Pest Controller	10.57
11300	Refuse Collector	9.57
11330	Tractor Operator	10.48
11360	Window Cleaner	9.23
12000	Health Occupations	
12020	Dental Assistant	12.02
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.17
12071	Licensed Practical Nurse I	12.65
12072	Licensed Practical Nurse II	14.22
12073	Licensed Practical Nurse III	15.90
12100	Medical Assistant	10.45
12130	Medical Laboratory Technician	12.24
12160	Medical Record Clerk	12.78
12190	Medical Record Technician	14.41
12221	Nursing Assistant I	8.23
12222	Nursing Assistant II	9.25
12223	Nursing Assistant III	10.10
12224	Nursing Assistant IV	11.33
12250	Pharmacy Technician	11.38
12280	Phlebotomist	12.45

12311	Registered Nurse I	15.77
12312	Registered Nurse II	19.24
12313	Registered Nurse II, Specialist	19.31
12314	Registered Nurse III	23.30
12315	Registered Nurse III, Anesthetist	21.49
12316	Registered Nurse IV	27.88
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	16.39
13011	Exhibits Specialist I	14.97
13012	Exhibits Specialist II	17.27
13013	Exhibits Specialist III	20.45
13041	Illustrator I	14.58
13042	Illustrator II	16.82
13043	Illustrator III	19.91
13047	Librarian	19.06
13050	Library Technician	12.47
13071	Photographer I	12.47
13072	Photographer II	14.28
13073	Photographer III	16.75
13074	Photographer IV	19.26
13075	Photographer V	23.69
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	7.48
15030	Counter Attendant	7.48
15040	Dry Cleaner	8.54
15070	Finisher, Flatwork, Machine	7.48
15090	Presser, Hand	7.48
15100	Presser, Machine, Drycleaning	7.48
15130	Presser, Machine, Shirts	7.48
15160	Presser, Machine, Wearing Apparel, Laundry	7.48
15190	Sewing Machine Operator	8.69
15220	Tailor	9.63
15250	Washer, Machine	8.10
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	16.40
19040	Tool and Die Maker	18.60
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	15.89
21020	Material Coordinator	14.03
21030	Material Expediter	14.03
21040	Material Handling Laborer	12.00
21050	Order Filler	10.69
21071	Forklift Operator	12.52
21080	Production Line Worker (Food Processing)	13.19
21100	Shipping/Receiving Clerk	11.35

21130	Shipping Packer	12.34
21140	Store Worker I	9.34
21150	Stock Clerk (Shelf Stocker; Store Worker II)	11.76
21210	Tools and Parts Attendant	12.35
21400	Warehouse Specialist	12.35
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	16.05
23040	Aircraft Mechanic Helper	13.32
23050	Aircraft Quality Control Inspector	17.68
23060	Aircraft Servicer	14.89
23070	Aircraft Worker	15.09
23100	Appliance Mechanic	17.22
23120	Bicycle Repairer	13.49
23125	Cable Splicer	17.12
23130	Carpenter, Maintenance	15.80
23140	Carpet Layer	16.60
23160	Electrician, Maintenance	18.89
23181	Electronics Technician, Maintenance I	16.63
23182	Electronics Technician, Maintenance II	23.29
23183	Electronics Technician, Maintenance III	23.63
23260	Fabric Worker	14.88
23290	Fire Alarm System Mechanic	17.12
23310	Fire Extinguisher Repairer	14.04
23340	Fuel Distribution System Mechanic	17.66
23370	General Maintenance Worker	15.09
23400	Heating, Refrigeration and Air Conditioning Mechanic	17.68
23430	Heavy Equipment Mechanic	16.55
23440	Heavy Equipment Operator	16.55
23460	Instrument Mechanic	17.12
23470	Laborer	9.90
23500	Locksmith	16.55
23530	Machinery Maintenance Mechanic	16.82
23550	Machinist, Maintenance	16.30
23580	Maintenance Trades Helper	13.32
23640	Millwright	16.96
23700	Office Appliance Repairer	17.51
23740	Painter, Aircraft	16.89
23760	Painter, Maintenance	15.57
23790	Pipefitter, Maintenance	21.23
23800	Plumber, Maintenance	20.59
23820	Pneudraulic Systems Mechanic	17.12
23850	Rigger	17.12
23870	Scale Mechanic	15.74
23890	Sheet-Metal Worker, Maintenance	19.29
23910	Small Engine Mechanic	15.09
23930	Telecommunication Mechanic I	17.88
23931	Telecommunication Mechanic II	21.19
23950	Telephone Lineman	17.44

23960	Welder, Combination, Maintenance	16.05
23965	Well Driller	16.05
23970	Woodcraft Worker	17.12
23980	Woodworker	13.96
24000	Personal Needs Occupations	
24570	Child Care Attendant	8.63
24580	Child Care Center Clerk	13.10
24600	Chore Aid	8.28
24630	Homemaker	15.23
25000	Plant and System Operation Occupations	
25010	Boiler Tender	16.06
25040	Sewage Plant Operator	16.16
25070	Stationary Engineer	16.06
25190	Ventilation Equipment Tender	13.32
25210	Water Treatment Plant Operator	16.16
27000	Protective Service Occupations	
	Police Officer	19.49
27004	Alarm Monitor	12.46
27006	Corrections Officer	15.21
27010	Court Security Officer	15.21
27040	Detention Officer	15.21
27070	Firefighter	15.21
27101	Guard I	9.36
27102	Guard II	15.13
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	14.45
28020	Hatch Tender	13.64
28030	Line Handler	13.58
28040	Stevedore I	13.83
28050	Stevedore II	14.81
29000	Technical Occupations	
21150	Graphic Artist	19.90
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	13.42
29024	Archeological Technician II	15.00
29025	Archeological Technician III	18.58
29030	Cartographic Technician	22.13
29035	Computer Based Training (CBT) Specialist/ Instructor	23.03
29040	Civil Engineering Technician	18.28
29061	Drafter I	11.09
29062	Drafter II	14.86
29063	Drafter III	16.74

29064	Drafter IV	19.69
29081	Engineering Technician I	12.10
29082	Engineering Technician II	14.92
29083	Engineering Technician III	17.21
29084	Engineering Technician IV	22.17
29085	Engineering Technician V	22.53
29086	Engineering Technician VI	27.71
29090	Environmental Technician	17.97
29100	Flight Simulator/Instructor (Pilot)	27.62
29160	Instructor	17.16
29210	Laboratory Technician	15.30
29240	Mathematical Technician	19.09
29361	Paralegal/Legal Assistant I	12.62
29362	Paralegal/Legal Assistant II	16.38
29363	Paralegal/Legal Assistant III	20.03
29364	Paralegal/Legal Assistant IV	24.23
29390	Photooptics Technician	17.98
29480	Technical Writer	21.70
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	16.86
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	16.39
29622	Weather Observer, Upper Air (3)	16.39
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	12.96
31260	Parking and Lot Attendant	7.37
31290	Shuttle Bus Driver	10.05
31300	Taxi Driver	8.25
31361	Truckdriver, Light Truck	10.05
31362	Truckdriver, Medium Truck	16.50
31363	Truckdriver, Heavy Truck	14.21
31364	Truckdriver, Tractor-Trailer	16.35
99000	Miscellaneous Occupations	
99020	Animal Caretaker	8.51
99030	Cashier	7.97
99041	Carnival Equipment Operator	10.00
99042	Carnival Equipment Repairer	10.40
99043	Carnival Worker	7.23
99050	Desk Clerk	9.75
99095	Embalmer	20.27
99300	Lifeguard	9.42
99310	Mortician	20.21
99350	Park Attendant (Aide)	11.84

99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.20
99500	Recreation Specialist	13.53
99510	Recycling Worker	12.65
99610	Sales Clerk	9.86
99620	School Crossing Guard (Crosswalk Attendant)	9.15
99630	Sport Official	9.42
99658	Survey Party Chief (Chief of Party)	19.86
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.20
99660	Surveying Aide	10.73
99690	Swimming Pool Operator	11.36
99720	Vending Machine Attendant	11.70
99730	Vending Machine Repairer	13.04
99740	Vending Machine Repairer Helper	11.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives

and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2587
Revision No.: 20
Date of Last Revision: 05/28/2002

States: Nebraska, Wyoming

Area: Nebraska Counties of Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden, Kimball, Morrill, Scotts
Bluff, Sheridan, Sioux
Wyoming Statewide

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.40
Accounting Clerk II	10.95
Accounting Clerk III	14.48
Accounting Clerk IV	14.89
Court Reporter	12.43
Dispatcher, Motor Vehicle	12.38
Document Preparation Clerk	10.41
Duplicating Machine Operator	10.41
Film/Tape Librarian	9.62
General Clerk I	7.46
General Clerk II	10.04
General Clerk III	10.89
General Clerk IV	12.24
Housing Referral Assistant	11.99
Key Entry Operator I	7.76
Key Entry Operator II	8.60
Messenger (Courier)	7.46
Order Clerk I	9.53
Order Clerk II	9.77
Personnel Assistant (Employment) I	10.81
Personnel Assistant (Employment) II	12.14
Personnel Assistant (Employment) III	13.07
Personnel Assistant (Employment) IV	14.49
Production Control Clerk	14.28
Rental Clerk	9.62
Scheduler, Maintenance	9.62
Secretary I	9.62
Secretary II	10.82
Secretary III	11.99
Secretary IV	13.32
Secretary V	14.76

Service Order Dispatcher	12.38
Stenographer I	12.51
Stenographer II	13.87
Supply Technician	13.32
Survey Worker (Interviewer)	10.82
Switchboard Operator-Receptionist	8.42
Test Examiner	10.82
Test Proctor	10.82
Travel Clerk I	8.37
Travel Clerk II	8.88
Travel Clerk III	9.35
Word Processor I	8.43
Word Processor II	10.27
Word Processor III	11.48

Automatic Data Processing Occupations

Computer Data Librarian	7.99
Computer Operator I	8.23
Computer Operator II	9.20
Computer Operator III	10.41
Computer Operator IV	11.92
Computer Operator V	12.62
Computer Programmer I (1)	10.49
Computer Programmer II (1)	13.03
Computer Programmer III (1)	15.50
Computer Programmer IV (1)	18.30
Computer Systems Analyst I (1)	15.44
Computer Systems Analyst II (1)	17.91
Computer Systems Analyst III (1)	20.80
Peripheral Equipment Operator	9.50

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	19.52
Automotive Glass Installer	17.56
Automotive Worker	17.56
Electrician, Automotive	18.55
Mobile Equipment Servicer	15.62
Motor Equipment Metal Mechanic	19.52
Motor Equipment Metal Worker	17.56
Motor Vehicle Mechanic	19.52
Motor Vehicle Mechanic Helper	14.65
Motor Vehicle Upholstery Worker	16.59
Motor Vehicle Wrecker	17.56
Painter, Automotive	18.55
Radiator Repair Specialist	17.56
Tire Repairer	15.09
Transmission Repair Specialist	19.52

Food Preparation and Service Occupations

Baker	10.22
Cook I	8.79
Cook II	10.22
Dishwasher	7.62
Food Service Worker	7.62
Meat Cutter	11.63
Waiter/Waitress	7.97

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	18.55
Furniture Handler	13.47
Furniture Refinisher	18.55
Furniture Refinisher Helper	14.65
Furniture Repairer, Minor	16.59
Upholsterer	18.55

General Services and Support Occupations

Cleaner, Vehicles	7.62
Elevator Operator	7.82
Gardener	8.05
House Keeping Aid I	7.99
House Keeping Aid II	8.18
Janitor	7.82
Laborer, Grounds Maintenance	8.05
Maid or Houseman	7.19
Pest Controller	8.93
Refuse Collector	8.76
Tractor Operator	9.31
Window Cleaner	8.25

Health Occupations

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	10.07
Licensed Practical Nurse II	11.29
Licensed Practical Nurse III	12.64
Medical Assistant	9.77
Medical Laboratory Technician	12.88
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	8.15
Nursing Assistant II	9.22
Nursing Assistant III	10.00
Nursing Assistant IV	11.22
Pharmacy Technician	12.19
Phlebotomist	11.25
Registered Nurse I	14.70
Registered Nurse II	17.93
Registered Nurse II, Specialist	17.93

Registered Nurse III	21.74
Registered Nurse III, Anesthetist	21.74
Registered Nurse IV	26.06

Information and Arts Occupations

Audiovisual Librarian	17.62
Exhibits Specialist I	10.52
Exhibits Specialist II	12.72
Exhibits Specialist III	15.88
Illustrator I	9.15
Illustrator II	11.06
Illustrator III	13.81
Librarian	17.79
Library Technician	9.22
Photographer I	9.30
Photographer II	12.33
Photographer III	15.40
Photographer IV	18.83
Photographer V	22.71

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	6.61
Counter Attendant	6.61
Dry Cleaner	7.40
Finisher, Flatwork, Machine	6.61
Presser, Hand	6.61
Presser, Machine, Drycleaning	6.61
Presser, Machine, Shirts	6.61
Presser, Machine, Wearing Apparel, Laundry	6.61
Sewing Machine Operator	7.83
Tailor	8.97
Washer, Machine	6.93

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	18.55
Tool and Die Maker	22.25

Material Handling and Packing Occupations

Forklift Operator	16.22
Fuel Distribution System Operator	15.62
Material Coordinator	14.73
Material Expediter	14.73
Material Handling Laborer	10.79
Order Filler	11.08
Production Line Worker (Food Processing)	12.11
Shipping Packer	11.18
Shipping/Receiving Clerk	10.42
Stock Clerk (Shelf Stocker; Store Worker II)	12.04
Store Worker I	10.55

Tools and Parts Attendant	13.61
Warehouse Specialist	15.90

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	19.52
Aircraft Mechanic Helper	14.65
Aircraft Quality Control Inspector	20.49
Aircraft Servicer	16.59
Aircraft Worker	17.56
Appliance Mechanic	18.55
Bicycle Repairer	15.09
Cable Splicer	22.22
Carpenter, Maintenance	18.55
Carpet Layer	17.56
Electrician, Maintenance	19.52
Electronics Technician, Maintenance I	18.65
Electronics Technician, Maintenance II	19.76
Electronics Technician, Maintenance III	20.73
Fabric Worker	16.59
Fire Alarm System Mechanic	19.52
Fire Extinguisher Repairer	15.62
Fuel Distribution System Mechanic	19.52
General Maintenance Worker	17.56
Heating, Refrigeration and Air Conditioning Mechanic	19.52
Heavy Equipment Mechanic	19.52
Heavy Equipment Operator	19.52
Instrument Mechanic	20.24
Laborer	9.81
Locksmith	18.55
Machinery Maintenance Mechanic	21.69
Machinist, Maintenance	19.51
Maintenance Trades Helper	14.65
Millwright	19.52
Office Appliance Repairer	18.55
Painter, Aircraft	18.55
Painter, Maintenance	18.55
Pipefitter, Maintenance	19.52
Plumber, Maintenance	18.55
Pneudraulic Systems Mechanic	19.52
Rigger	19.52
Scale Mechanic	17.56
Sheet-Metal Worker, Maintenance	19.52
Small Engine Mechanic	17.56
Telecommunication Mechanic I	19.52
Telecommunication Mechanic II	20.49
Telephone Lineman	19.52
Welder, Combination, Maintenance	19.52
Well Driller	19.52
Woodcraft Worker	19.52

Woodworker	15.62
Miscellaneous Occupations	
Animal Caretaker	9.03
Carnival Equipment Operator	8.81
Carnival Equipment Repairer	9.36
Carnival Worker	7.62
Cashier	7.32
Desk Clerk	8.32
Embalmer	17.93
Lifeguard	9.42
Mortician	18.20
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.54
Recreation Specialist	11.59
Recycling Worker	11.60
Sales Clerk	8.28
School Crossing Guard (Crosswalk Attendant)	8.80
Sport Official	9.42
Survey Party Chief (Chief of Party)	9.32
Surveying Aide	7.05
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.46
Swimming Pool Operator	10.87
Vending Machine Attendant	7.54
Vending Machine Repairer	9.53
Vending Machine Repairer Helper	8.06
Personal Needs Occupations	
Child Care Attendant	8.32
Child Care Center Clerk	10.40
Chore Aid	7.19
Homemaker	11.59
Plant and System Operation Occupations	
Boiler Tender	19.52
Sewage Plant Operator	18.55
Stationary Engineer	19.52
Ventilation Equipment Tender	14.65
Water Treatment Plant Operator	18.55
Protective Service Occupations	
Alarm Monitor	11.45
Corrections Officer	15.84
Court Security Officer	19.99
Detention Officer	17.31
Firefighter	16.23
Guard I	8.43
Guard II	9.91
Police Officer	19.47

Stevedoring/Longshoremen Occupations

Blocker and Bracer	14.91
Hatch Tender	15.92
Line Handler	15.92
Stevedore I	13.05
Stevedore II	16.82

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	9.18
Archeological Technician II	10.28
Archeological Technician III	12.72
Cartographic Technician	11.27
Civil Engineering Technician	12.72
Computer Based Training (CBT) Specialist/ Instructor	15.44
Drafter I	7.05
Drafter II	8.64
Drafter III	10.52
Drafter IV	12.72
Engineering Technician I	10.44
Engineering Technician II	14.54
Engineering Technician III	15.61
Engineering Technician IV	16.74
Engineering Technician V	18.00
Engineering Technician VI	19.34
Environmental Technician	12.88
Flight Simulator/Instructor (Pilot)	17.91
Graphic Artist	11.68
Instructor	15.88
Laboratory Technician	13.40
Mathematical Technician	11.06
Paralegal/Legal Assistant I	11.57
Paralegal/Legal Assistant II	14.24
Paralegal/Legal Assistant III	17.38
Paralegal/Legal Assistant IV	21.09
Photooptics Technician	12.33
Technical Writer	18.09
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	12.94
Weather Observer, Senior (3)	14.39
Weather Observer, Upper Air (3)	12.94

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	10.79
Parking and Lot Attendant	7.99
Shuttle Bus Driver	11.47
Taxi Driver	9.90
Truckdriver, Heavy Truck	13.87
Truckdriver, Light Truck	10.45
Truckdriver, Medium Truck	11.85
Truckdriver, Tractor-Trailer	13.87

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.